

Dependent Re-Verification FAQs for Employees Re-verifying Family Members

FAQs

What is the Dependent Re-verification?

The Dependent Re-verification (DRV) is the process of re-verifying the eligibility of spouses, domestic partners, children, stepchildren, and domestic partner children (family members) enrolled in state health, dental and/or premier vision benefits. Government Code section 19815.9 mandates re-verifying the eligibility of your family members. Government Code section 22959 authorizes extending this review to your family members enrolled in dental benefits. The bargaining unit contracts specify that your family members' eligibility for dental benefits shall be the same as that prescribed for health benefits.

How do I know which of my dependents are enrolled in dental and/or premier vision benefits?

You may contact your departmental personnel office or visit the dental and/or vision carrier's website and create an online profile. From your online profile, you can view who is enrolled on your plan(s).

Where to I submit my documents to re-verify my dependents?

Submit all dependent re-verification documents directly to your Department's Personnel Office.

Will I be required to provide original documents?

No. You should provide **copies** of the documents and write "Not for Official Use" on them.

Why are two documents required for re-verifying a spouse or domestic partner, instead of just the government issued marriage certificate or the Declaration of Domestic Partnership?

The first document establishes the life event allowing the enrollment of the dependent (e.g., marriage or registering as domestic partners), while the second required document substantiates that the relationship is current.

May I redact sensitive information from the documents I submit?

Yes. Employees are responsible for redacting sensitive information, not necessary for dependent re-verification purposes, from any applicable documents (such as tax returns).

Will I be reimbursed for the cost of obtaining re-verification documents?

No. You will be responsible for any charges related to obtaining copies of the required documents.

Why am I required to provide the documents again, when I provided them at the initial enrollment of my dependents?

Providing a copy of the documents for the initial DRV cycle will enable a more direct process for your departmental personnel office to re-verify your family members. Departmental personnel offices will keep all documents used in the DRV process in your OPF without a purge date. In subsequent re-verifications, you need not provide birth certificates for natural-born children or adoption certificates for adopted children again. You also need not provide the government issued marriage certificate, domestic partnership registration, and birth certificates for stepchildren or domestic partner children, unless requested. However, you are required to provide documents to demonstrate that the marriage or domestic partnership remains current.

What about the documents that I provided to HMS Employer Solutions (HMS) during the Dependent Eligibility Verification (DEV) project in 2013 and 2014?

HMS securely destroyed the documents received during the DEV project to protect the privacy of you and your family members.

What happens if I do not provide the required documents during the re-verification cycle?

If you do not respond or provide the required documents to your departmental personnel office during your re-verification cycle, CalPERS will remove your family members from health benefits. Your departmental personnel office will remove the family members from dental and/or premier vision benefits, if enrolled.

How will I know if my family members are removed from health, dental and/or premier vision benefits?

The DRV Deletion Notice mailed to employees 60 days before the end of their birth month informs them of the dependent deletion date if DRV documents are not submitted by the end of the employee's birth month. CalPERS will inform you during your birth month in writing if administratively removing your family members from health benefits. The notice will include Consolidated Omnibus Budget Reconciliation Act (COBRA) continuation of coverage information.

In addition, when removing ineligible/unverified dependents from dental and/or premier vision benefits, department personnel offices will inform employees in writing, listing the dependent(s) that are disenrolled and the effective date. The department personnel offices shall also provide COBRA information to the family members within 30 days from their loss of coverage

What happens if I provide documents after my family members are removed from benefits?

If you provide re-verification documents for dis-enrolled, eligible dependents after receiving the final notice, but before the re-verification due date, your departmental personnel office may rescind the dependent deletion. You may incur an accounts receivable for the premium for the month after your birth month.

If you provide re-verification documents for disenrolled, eligible dependents after the re-verification due date, your departmental personnel office will re-enroll the family

members prospectively for health, dental and/or premier vision. THIS WILL RESULT IN A GAP OF BENEFIT COVERAGE.

ENROLLMENT SCENARIOS

If my enrolled child turns 26 during the re-verification period, how should I proceed?

If your child's 26th birth date coincides with your re-verification cycle, CalPERS will administratively remove your child from health benefits on the birth date. Your departmental personnel office will remove your child from dental and/or premier vision benefits, if enrolled.

Can I remove a dependent from the state health plan, if my dependent obtained non-state sponsored health coverage during my re-verification cycle?

You should contact your departmental personnel office immediately if you wish to remove a dependent due to a "permissive qualifying event" (e.g., family member obtains non-state sponsored health benefits, family member enters military, custody change for child under age 18, or child reaches age 18). The dependent should be removed due to a qualifying permissive event rather than ineligibility found during the re-verification process.

How should I respond if during my re-verification cycle, I receive a notice from CalPERS to recertify a parent-child relationship (PCR) dependent or a disabled dependent child age over the age of 26?

The DRV is separate from the process to recertify a PCR dependent or a disabled child age 26 and over. Follow the instructions provided to you by CalPERS to recertify these dependents.

I need to remove a dependent due to a qualifying event and receive a Dependent Re-verification notice. How should I proceed?

Notify your departmental personnel office immediately of any qualifying event that occurs during the re-verification period, such as divorce or termination of domestic partnership. In these situations, the dependent should be removed due to the qualifying event rather than ineligibility found during the re-verification.

Where can I find more information on health and dental benefits?

The [CalPERS website](#) contains health benefit information and the [CalHR Benefits website](#) contains dental and premier vision benefit information.

Whom can I contact with additional questions?

You can contact your departmental personnel office.

Whom can I contact if I disagree with the decisions from my departmental personnel office on my dependent re-verification?

You must contact your departmental personnel office with questions regarding dependent re-verification. If you disagree with the departmental personnel decision on the re-verification of your family members, you must submit your reasoning for disagreement, **in writing** along with supporting documents, to your departmental contact.